

UNITED STATES OF AMERICA
FEDERAL COMMUNICATIONS COMMISSION
Washington, D.C. 20554

File No.(s): BAPH-900716HJ

Class of station(s): FM

<input checked="" type="checkbox"/> XX CONSENT TO ASSIGNMENT: <input type="checkbox"/> CONSENT TO TRANSFER CONTROL: <input type="checkbox"/> CONSENT TO TRANSFER STOCK: Whereby of Control by is effected.	FROM THERESA SCHREIBER
	TO SPARTAN BROADCASTING, INC.
Licensee/Permittee: (for transfer only)	

CALL SIGN(s)

WJCS (FM)

STATION LOCATION(s)

BAYBORO, NC

AUXILIARY STATION(s) (for assignments only)

ALL CURRENTLY AUTHORIZED
AUXILIARY SERVICES

Under authority of the Communications Act of 1934, as amended, the consent of the Federal Communications Commission is hereby granted to the transaction indicated above.

The Commission's consent to the above is based on the representations made by the applicants that the statements contained in, or made in connection with, the application are true and that the undertakings of the parties upon which this transaction is authorized will be carried out in good faith.

The actual consummation of voluntary transactions shall be completed within 60 days from the date hereof, and notice in letter form thereof shall promptly be furnished the Commission by the buyer showing the date the acts necessary to effect the transaction were completed. Upon furnishing the Commission with such written notice, this transaction will be considered completed for all purposes related to the above described station(s).

FCC Form 323 (Ownership Report), must be filed within 30 days after consummation, by the licensee/permittee or assignee

ADDITIONAL REQUIREMENTS FOR ASSIGNMENTS ONLY:

Upon consummation the assignor must deliver the permit/license, including any modifications thereof to the assignee.

It is hereby directed that, upon consummation, a copy of this consent be posted with the station authorization(s) as required by the Commission's Rules and Regulations.

The assignee is not authorized to construct nor operate said station(s) unless and until notification of consummation in letter form has been forwarded to the Commission.

Dated:

September 17, 1990

Mary M. Fitzgerald
(for) CHIEF, FM BRANCH

AUDIO SERVICES DIVISION
MASS MEDIA BUREAU

FEDERAL
COMMUNICATIONS
COMMISSION



FCC 732
March 1983

FEDERAL COMMUNICATIONS COMMISSION

CLASS OF STATION FM

FAITH

The following application is submitted for action by the Chief, Broadcast Bureau.

ST	FILE NUMBER	CALL	APPLICANT AND LOCATION	NATURE OF APPLICATION
NC	BAPH -900716HJ	WJCS 97.9MHZ	THERESA SCHREIBER BAYBORO NC	VOL. ASSIGNMENT OF CONSTRUCTION PERMIT FROM THERESA SCHREIBER TO SPARTAN BROADCASTING, INC. AUX. FORM 314 ATTY: PENELOPE S. FARTHING (ASNE) ADDRESS: P.O. BOX 727, HIGHWAY 55, BAYBORO, NC 28215

LICENSE EXPIRATION DATE _____

CHIEF, LICENSE DIVISION

RECOMMENDATION: GRANT() CONSTRUCTION DATES, START _____ END _____
 CONTESTED () UNCONTESTED ()

SEP 17 1980

APPROVED _____

FOR CHIEF, BROADCAST BUREAU

F.C.C.-WASHINGTON, D.C.

DUPLICATE

Commission Use Only

BAPH-900716HJ
File No.

United States of America
Federal Communications Commission
Washington, D.C. 20554

90 Approved by OMB
3060-0031
Expires 6/30/89

APPLICATION FOR CONSENT TO ASSIGNMENT OF BROADCAST STATION CONSTRUCTION PERMIT OR LICENSE

(Carefully read instructions before filling out form — RETURN ONLY FORM TO FCC)

Section I

GENERAL INFORMATION

Part I — Assignor

1. Name of Assignor Theresa Schreiber

Street Address

City

18843 Hawthorne Avenue Squirrside

State

Zip Code

Telephone No.

(include area code)

FL

33154

(305) 864-3525

2. Authorization which is proposed to be assigned Permit No. BMPH-890714C

(a) Call letters

Location

WJCS (97.9MHz, ch. 250A) NC-BAYBORO

(b) Has the station commenced its initial program tests within the past twelve months?

☒ YES ☐ NO

If yes, was the initial construction permit granted after comparative hearing?

☐ YES ☒ NO

If yes, attach as Exhibit No. the showing required by Section 73.3597

3. Call letters of any Remote Pickup, STL, SCA, or other stations which are to be assigned: N/A

4. Is the information shown in assignor's Ownership Reports (FCC Form 323 or 323-E) now on file with the Commission true and correct as of this date? Assignor is a sole proprietor, no Ownership Report is required. ☐ YES ☐ NO

If No, attach as Exhibit No. an Ownership Report supplying full and up-to-date information.

5. Attach as Exhibit No. 1 a copy of the contract or agreement to assign the property and facilities of the station. If there is only an oral agreement, reduce the terms to writing and attach

6. State in Exhibit No. 2 whether the assignor, or any partner, officer, director, member of the assignor's governing board or any stockholder owning 10% or more of the assignor's stock: (a) have any interest in or connection with an AM, FM or television broadcast station; or a broadcast application pending before the FCC; or (b) has had any interest in or connection with any dismissed and/or denied application; or any FCC license which has been revoked.

The Exhibit should include the following information: (i) name of party with such interest; (ii) nature of interest or connection, giving dates; (iii) call letters or file number of application; or docket number; (iv) location.

GENERAL INFORMATION

Part I—Assignor

7. Since the filing of the assignor's last renewal application for the authorization being assigned, or other major application, has an adverse finding been made, a consent decree been entered or adverse final action been approved by any court or administrative body with respect to the assignor or any partner, officer, director, member of the assignor's governing board or any stockholder owning 10% or more of assignor's stock, concerning any civil or criminal suit, action or proceeding brought under the provisions of any federal, state, territorial or local law relating to the following: any felony; lotteries; unlawful restraints or monopolies; unlawful combinations; contracts or agreements in restraint of trade; the use of unfair methods of competition; fraud; unfair labor practices; or discrimination? ☐ YES ☒ NO

If Yes, attach as Exhibit No. _____ a full description, including identification of the court or administrative body, proceeding by file number, the person and matters involved, and the disposition of litigation

Section I**GENERAL INFORMATION****Part II — Assignee**

1. **Name of Assignee** Spartan Broadcasting, Inc.

Street Address (or other identification)

City

P.O. Box 727, Highway 55 Bayboro

State

Zip Code

Telephone No.

(Include area code)

N.C.

28215

(919) 745-3242

2. Does the contract submitted in response to Question 5, Part I of Section I embody the full and complete agreement between the assignor and assignee? ☒ YES ☐ NO

If No, explain in Exhibit No. _____

Section II**ASSIGNEE'S LEGAL QUALIFICATIONS**

1. **Assignee is:**

☐ an individual

☐ a general partnership

☐ a limited partnership

☒ a corporation

☐ other

2. If the applicant is an unincorporated association or a legal entity other than an individual, partnership or corporation, describe in Exhibit No. _____ the nature of the applicant.

CITIZENSHIP AND OTHER STATUTORY REQUIREMENTS

YES NO

3. (a) Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ YES ☐ NO

(b) Will any funds, credit, etc., for construction, purchase or operation of the station be provided by aliens, foreign entities, domestic entities controlled by aliens, or their agents? ☐ YES ☒ NO

If Yes, provide particulars as Exhibit No. _____

ASSIGNEE'S LEGAL QUALIFICATIONS

- | | YES | NO |
|---|--------------------------|-------------------------------------|
| 4. (a) Has an adverse finding been made, adverse final action taken or consent decree approved by any court or administrative body as to the applicant or any party to the application in any civil or criminal proceeding brought under the provisions of any law related to the following: any felony, antitrust, unfair competition, fraud, unfair labor practices, or discrimination? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (b) Is there now pending in any court or administrative body any proceeding involving any of the matters referred to in 4.(a)? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

If the answer to (a) or (b) above is Yes, attach as Exhibit No. _____, a full disclosure concerning the persons and matters involved, identifying the court or administrative body and the proceeding (by dates and file numbers), stating the facts upon which the proceeding was based or the nature of the offense committed, and disposition or current status of the matter. Information called for by this question which is already on file with the Commission need not be refiled provided: (1) the information is now on file in another application or FCC form filed by or on behalf of the assignee; (2) the information is identified fully by reference to the file number (if any), the FCC form number, and the filing date of the application or other form containing the information and the page or paragraph referred to; and (3) after making the reference, the assignee states, "No change since date of filing."

ASSIGNEE'S LEGAL QUALIFICATIONS

TABLE I PARTIES TO APPLICATION

5. (a) Complete Table I with respect to the assignee. (Note: If the applicant considers that to furnish complete information would pose an unreasonable burden, it may request that the Commission waive the strict terms of this requirement).

INSTRUCTIONS: If applicant is an individual, fill out column (a) only. If applicant is a partnership, fill out columns (a), (b) and (d), state as to each general or limited partner (including silent partners) (a) name and residence, (b) nature of partnership interest (i.e., general or limited), and (d) percent of ownership interest. If applicant is a corporation or an unincorporated association with 50 or fewer stockholders, stock subscribers, holders of membership certificate or other ownership interest, fill out all columns, giving the information requested as to all officers, directors and members of governing board. In addition, give the information as to all persons or entities who are the beneficial or record owners of or have the right to vote capital stock, membership or owner interest or are subscribers to such interests. If the applicant has more than 50 stockholders, stock subscribers or holders of membership certificates or other ownership interests, furnish the information as to officers, directors, members of governing board, and all persons or entities who are the beneficial or record owners of or have the right to vote 1% or more of the capital stock, membership or owner interest except that if such entity is a bank, insurance company or investment company (as defined by 15 U.S.C. §80a-3) which does not invest for purposes of control, the stock, membership or owner interest need only be reported if 5% or more

Applicants are reminded that questions 5 through 7 of this Section must be completed as to all "parties to this application" as that term is defined in the instructions to Section II of this form.

Name and Residence (Home) Address(es)	Nature of Partnership Interest or Office Held	Director or Member of Governing Board		% of: Ownership (O) or Partnership (P) or Voting Stock (VS) or Membership (M)
		YES	NO	
(a)	(b)	(c)		(d)
Edward L. Bolding, Sr. 3435 Bayshore Blvd. Suite 1000 Tampa, FL 33629	Shareholder, Director	X		70% (joint ownership with Ramona Bolding)
Ramona G. Bolding 3435 Bayshore Blvd. Suite 1000 Tampa, FL 33269	Shareholder		X	70% (joint ownership with Edward L. Bolding, Sr.)
Paul Schreiber 8843 Hawthorne Ave. Surfside, FL 33154	Shareholder, Director		X	30% (joint ownership with Theresa Schreiber)
Theresa Schreiber 8843 Hawthorne Ave. Surfside, FL 33154	Shareholder, Director	X		30% (joint ownership with Paul Schreiber)
Edward L. Bolding, Jr. 13812 Cypress Village Circle Tampa, FL 33624	President, Director	X		0% (0)
Thomas L. Moore P.O. Box 1 Oriental, NC 28571	Secretary		X	0% (0)

ASSIGNEE'S LEGAL QUALIFICATIONS

TABLE I (cont'd)

PARTIES TO APPLICATIONS

Name and Residence (Home) Address(es)	Nature of Partnership Interest or Office Held	Director or Member of Governing Board		% of: Ownership (O) or Partnership (P) or Voting Stock (VS) or Membership (M)
		YES	NO	
		(c)		
(a)	(b)	(c)		(d)

ASSIGNEE'S LEGAL QUALIFICATIONS

- | | YES | NO |
|---|--------------------------|-------------------------------------|
| 5. (b) Does the applicant or any party to this application, own or have any interest in a daily newspaper or cable television system? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (c) Does the applicant or any party to this application have an ownership interest in, or is an officer, director or partner of, an investment company, bank, or insurance company which has an interest in a broadcast station, cable system or daily newspaper? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

If the answer to questions 5(b) or (c) is Yes, attach as Exhibit No. _____, a full disclosure concerning persons involved, the nature of such interest, the media interest and its location.

OTHER BROADCAST INTERESTS

- | | | |
|--|-------------------------------------|-------------------------------------|
| 6. Does the applicant or any party to this application have any interest in or connection with the following? | | |
| (a) an AM, FM or TV broadcast station? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (b) a broadcast application pending before the FCC? WJCS is a new station; its license application was accepted for filing on 5/15/90. | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 7. Has the applicant or any party to this application had any interest in or connection with the following: | | |
| (a) an application which has been dismissed with prejudice by the Commission? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (b) an application which has been denied by the Commission? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (c) a broadcast station, the license which has been revoked? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (d) an application in any Commission proceeding which left unresolved character issues against the applicant? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (e) If the answer to any of the questions in 6 or 7 is Yes, state in Exhibit No. _____, the following information: | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (i) Name of party having such interest; | | |
| (ii) Nature of interest or connection, giving dates; | | |
| (iii) Call letters of stations or file number of application, or docket number; | | |
| (iv) Location. | | |
| 8. (a) Are any of the parties to this application related to each other (as husband, wife, father, mother, brother, sister, son or daughter)? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| (b) Does any member of the immediate family (i.e., husband, wife, father, mother, brother, sister, son or daughter) of any party to this application have any interest in or connection with any other broadcast station or pending application? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

If the answer to (a) or (b) above is Yes, attach as Exhibit No. _____, a full disclosure concerning the persons involved, their relationship, the nature and extent of such interest or connection, the file number of such application, and the location of such station or proposed station.

Section II (page 5)

OWNERSHIP AND CONTROL

YES NO

9. Are there any documents, instruments, contracts or understandings relating to ownership or future ownership rights (including, but not limited to, non-voting stock interests, beneficial stock ownership interests, options, warrants, debentures)?

☒ ☐

If Yes, provide particulars as Exhibit No. 4

10. Do documents, instruments, agreements or understandings for the pledge of stock of a corporate applicant, as security for loans or contractual performance, provide that (a) voting rights will remain with the applicant, even in the event of default on the obligation; (b) in the event of default, there will be either a private or public sale of the stock; and (c) prior to the exercise of stockholder rights by the purchaser at such sale, the prior consent of the Commission (pursuant to 47 U.S.C. 310(d)) will be obtained? N/A

☐ ☐

If No, attach as Exhibit No. _____ a full explanation.

Section III

ASSIGNEE'S FINANCIAL QUALIFICATIONS

1. The applicant certifies that sufficient net liquid assets are on hand or are available from committed sources to consummate the transaction and operate the facilities for three months
2. The applicant certifies that: (a) it has a reasonable assurance of a present firm intention for each agreement to furnish capital or purchase capital stock by parties to the application, each loan by banks, financial institutions or others, and each purchase of equipment on credit; (b) it can and will meet all contractual requirements as to collateral, guarantees, and capital investment; (c) it has determined that all such sources (excluding banks, financial institutions and equipment manufacturers) have sufficient net liquid assets to meet these commitments.

☒ ☐

☒ ☐

SECTION IV

ASSIGNEE'S PROGRAM SERVICE STATEMENT

FOR AM AND FM APPLICANTS

1. Attach as Exhibit No. _____ a brief description, in narrative form, of the planned programming service relating to the issues of public concern facing the proposed service area. Applicant will provide programming in the areas of public concern in accordance with the Rules of the Commission.

FOR TELEVISION APPLICANTS N/A

2. Ascertainment of Community Needs.
 - A. State in Exhibit No. _____ the methods used by the applicant to ascertain the needs and interests of the public served by the station. Such information shall include (1) identification of representative groups, interests and organizations which were consulted and (2) the major communities or areas which applicant principally undertakes to serve.
 - B. Describe in Exhibit No. _____ the significant needs and interests of the public which the applicant believes its station will serve during the coming license period, including those with respect to national or international matters.
 - C. List in Exhibit No. _____ typical and illustrative programs or program series (excluding *Entertainment and News*) that applicant plans to broadcast during the coming license period to meet those needs and interests.
3. State the minimum amount of time, between 6:00 a.m. and midnight, the applicant proposes to normally devote each week to the program types listed below (see definitions in instructions). Commercial matter, within a program segment, shall be excluded in computing the time devoted to that particular program segment, e.g., a 15-minute news program containing three minutes of commercial matter, shall be computed as a 12-minute news program.

	HOURS	MINUTES	% of TOTAL TIME ON AIR
NEWS	_____	_____	_____
PUBLIC AFFAIRS	_____	_____	_____
ALL OTHER PROGRAMS (Exclusive of Sports and Entertainment)	_____	_____	_____
LOCAL PROGRAMMING	_____	_____	_____

4. State the maximum amount of commercial matter the applicant proposes to allow normally in any 60-minute segments: _____
5. State the maximum amount of commercial matter the applicant proposes to allow normally in a 60-minute segment between the hours of 6 p.m. to 11 p.m. (5 p.m. to 10 p.m. Central and Mountain Times): _____
 - (a) State the number of hourly segments per week this amount is expected to be exceeded, if any: _____
6. State in Exhibit No. _____, in full detail, the reasons why the applicant would allow the amount of commercial matter stated in Question 4 and 5 above to be exceeded.

SECTION V

ASSIGNEE'S EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

YES NO

1. Does the applicant propose to employ five or more fulltime employees?

☒ ☐

If the answer is Yes, the applicant must include an EEO program called for in the Model EEO Program. (FCC Form 396-A).

Part I – Assignor

1. Has or will the assignor comply with the public notice requirement of Section 73.3580 of the Rules?

☒ YES ☐ NO

The ASSIGNOR represents that this application is not filed by it for the purpose of impeding, obstructing, or delaying determination on any other application with which it may be in conflict.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT
U.S. CODE, TITLE 18, Section 1001**

Signed and dated this 3 day of July, 19 90

Theresa Schreiber

Name of Assignor

Signature

Title Permittee

SECTION VI

Part II — Assignee

ASSIGNEE'S CERTIFICATION

The ASSIGNEE hereby waives any claim to the use of any particular frequency as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended).

The ASSIGNEE acknowledges that all its statements made in this application and attached exhibits are considered material representations, and that all of its exhibits are a material part hereof and are incorporated herein.

The ASSIGNEE represents that this application is not filed by it for the purpose of impeding, obstructing or delaying determination on any other application with which it may be in conflict.

In accordance with Section 1.65 of the Commission's Rules, the ASSIGNEE has a continuing obligation to advise the Commission, through amendments, of any substantial and significant changes in the information furnished.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.**

I certify that the assignee's statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this day of 19 90

Spartan Broadcasting, Inc.

Name of Assignee

Signature

PRESIDENT

Title

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY

MODEL PROGRAM REPORT

1. APPLICANT

Name of Applicant Theresa Schreiber	Address 8843 Hawthorne Avenue Surfside, Florida 33154
Telephone Number (include area code) (305) 864-3525	

2. This form is being submitted in conjunction with:

<input type="checkbox"/> Application for Construction Permit for New Station	<input type="checkbox"/> Application for Assignment of License
<input checked="" type="checkbox"/> Application for Transfer of Control	
(a) Call letters (or channel number of frequency)	<u>WJCS</u>
(b) Community of License (city and state)	<u>Wayboro, North Carolina</u>
(c) Service:	
<input type="checkbox"/> AM	<input checked="" type="checkbox"/> FM
<input type="checkbox"/> TV	<input type="checkbox"/> Other (Specify) _____

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

<input type="checkbox"/>	Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.
<input checked="" type="checkbox"/>	Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this _____ day of July, 19 90

Signed _____
Title Permittee

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.**

- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☒ Other (specify) We will hold regularly scheduled Department Head Meetings during which time, all will be instructed to inform their staff to encourage minority applicants to apply for available positions.

N. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:
- New Bern Women's Club
North Carolina Council Status of Women
NAACP

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

North Carolina Security Commission
Temporary Employee Services

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

North Carolina Division of Vocational Rehabilitation
Craven Community College
Pamlico Community College

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

The Sun Journal
Pamlico News
The Shopper

- ☒ We will encourage employees to refer qualified minority and women candidates for existing and future job openings.

V. TRAINING

- ☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.
- ☒ We will provide on-the-job training to upgrade the skills of employees.
- ☒ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis.

School or Other Beneficiary
Craven Community College
Pamlico Community College
Local High Schools

Proposed Form of Assistance
Part time employment,
equipment and production
training.

- ☒ Other (specify)

We will make our studios available for training and recording of audition tapes to women's and ethnic minority groups.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(a)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3607.



I GENERAL POLICY

It is the policy of Station WJCS to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, age or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, discipline and termination.

It is also the policy of Station WJCS to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin, age, or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program, which includes the following elements:

II RESPONSIBILITY FOR IMPLEMENTATION

Thomas L. Moore, Vice President/General Manager, is responsible for the administration and implementation of our Equal Employment Opportunity Program. It is also the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training, discipline, and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin, age, or sex.

III POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our Equal Employment Opportunity Policy and their individual responsibilities in carrying out this policy, the following communication efforts are made:

a) The station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin, age, or sex is prohibited, and that they may notify the appropriate local, state or federal agency if they believe they have been the victim of discrimination.

b) Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state or federal agency if they believe they have been the victim of discrimination.

AGREEMENT

AGREEMENT, made this 24th day of April, 1990, by and among Theresa Schreiber, Paul Schreiber, Edward L. Bolding, Sr., and Ramona G. Bolding (hereinafter collectively referred to as the "Parties").

WITNESSETH:

WHEREAS, the Parties hereto desire to enter into an agreement pertaining to operation of an FM radio station by them under FM Broadcasting Station Construction Permit No. BMPH-890714C (call sign WJCS and Frequency 97.9 MHz, CH250A) (hereinafter the "Construction Permit with program test authority and license when granted") which modifies Construction Permit 860918MU; and

WHEREAS, these Parties desire to hereby assign rights under said Construction Permit with program test authority and license when granted and fix the time for payment of certain sums due from and among said parties; and

WHEREAS, a corporation has been organized and incorporated in the State of North Carolina, known as SPARTAN BROADCASTING, INC., (hereafter "SPARTAN") which corporation will be used as the vehicle for the operation of WJCS and will have complete control over all necessary physical property and its use as well as complete supervision over programming; and

WHEREAS, seventy percent (70%) of the corporate shares of SPARTAN, have been issued to Edward L. Bolding, Sr. and Ramona G.

Bolding, his wife, (hereinafter the "BOLDINGS"), and the remaining thirty percent (30%) of the corporate shares of SPARTAN have been issued to Theresa Schreiber and Paul Schreiber, her husband, (hereinafter the "SCHREIBERS");

NOW THEREFORE, for mutual considerations exchanged, receipt of which is hereby acknowledged, it is agreed as follows:

1. Exchange. As consideration for thirty percent (30%) interest in SPARTAN which she will hold with her husband Paul, Theresa Schreiber shall assign all her rights to the Construction Permit with program test authority and the license for which she has applied and shall assign, transfer and convey to SPARTAN all control of, including any modifications and renewals thereof, and all rights that may accrue thereunder in and to all rights, powers and benefits under the Construction Permit with program test authority and the license when granted, subject to prior consent from the Federal Communications Commission (the "Commission") pursuant to 47 U.S.C. § 310 and 47 C.F.R. § 73.3540. Control of said permit with program test authority is hereby intended to be transferred from Theresa Schreiber to SPARTAN as aforesaid, including the right to transfer or assign control thereof at such time as the transferee may so elect, subject to prior consent from the Commission. Theresa Schreiber hereby agrees to cooperate fully and execute all necessary documents in transferring control of the Construction Permit with program test authority or license when granted and obtaining prior consent from the Commission in the

event of such a transfer. Theresa Schreiber retains no right or reversion of the Construction Permit with program test authority and the license which she expects the Commission to grant, nor does she retain any future right of reassignment of it and does not reserve any right to use the station facilities in the future for any purpose whatsoever.

2. Reimbursement. It is agreed that the BOLDINGS shall be reimbursed by SPARTAN for all substantiated sums loaned by them in connection with the establishment of the FM station. Theresa Schreiber shall also be reimbursed for her actual out-of-pocket costs (as they may be substantiated by her) spent on or before April 5, 1990, in obtaining the Construction Permit and constructing the station but which said amount to be paid to her shall in no event exceed the total sum of \$30,000.00. SPARTAN shall make such reimbursement payments from the profits it earns as income.

3. Reports. The SCHREIBERS shall receive from SPARTAN, monthly billing reports, budgets, cost analyses, purchase orders, engineering studies, ASCAP, BMI or other billings, ratings or such other analyses.

4. Accounting. SPARTAN shall use a third party C.P.A. or accounting company to audit and supervise the accounting methods and profits and losses of the radio station.

5. Right of First Refusal. The Parties hereto shall have a right of first refusal, i.e., in the event a bona fide offer is received from a third party to acquire either (i) any

shares of SPARTAN, or (ii) any assets of SPARTAN (including the physical property of the station with the Construction Permit with program test authority or license when granted), and the offer shall be satisfactory to SPARTAN and the Commission grants its consent. These Parties, the SCHREIBERS for one and the BOLDINGS for the other, shall have the privilege of purchasing the shares or assets of SPARTAN at the price and terms of the offer so made, subject to the prior consent of the Commission. Either of these Parties shall have fifteen (15) days upon notification of the offer, to accept the terms and purchase the station assets and apply for the requisite Commission consent pursuant to 47 U.S.C. § 310 and 47 C.F.R. § 73.3540. Notices hereunder shall be given in writing and in accordance with section 6 below. Failure by the Parties to accept within the stated time will cause a forfeiture of the rights hereunder.

6. Notices. Notices hereunder shall be given in writing and sent to the addresses below:

For the SCHREIBERS:

8843 HAWTHORNE AVE. Paul and Theresa Schreiber
SURFSIDE, FL. ~~Century 21~~
33154 ~~Frank K. Cooper Real Estate, Inc.~~
~~20332 North-West Second Avenue (411)~~
~~Miami, FL 33619~~

For the BOLDINGS:

Edward L. and Ramona G. Bolding, Sr.
3435 Bayshore Blvd.
Suite 1000
Tampa, FL. 33629.

7. Entire Agreement. This Agreement constitutes the entire agreement between and among the Parties; and it supersedes any prior agreements and understandings among the Parties, oral or written, all of which are hereby cancelled.

8. Modification. This Agreement may not be modified or amended, except by a writing signed by all the Parties hereto or as otherwise required by law.

9. Governing Law. This Agreement shall be construed in accordance with and governed by the laws of the State of North Carolina.

10. Headings. The headings contained herein are for convenience of reference only, are not part of this Agreement and shall not limit or otherwise affect the meaning hereof.

11. Severability. If any provision of this Agreement is determined to be invalid or unenforceable or prohibited by the laws of the place where it is to be performed, such provision shall be deemed severable from the balance of this Agreement and the validity of the remaining provisions shall not be affected thereby, except to the extent that such provision is basis to this Agreement.

12. Effectiveness. This Agreement shall become valid and in full force and effect when it is duly executed by each of the Parties.

IN WITNESS WHEREOF, the Parties hereto have signed and sealed this document, this 20th day of April, 1990.

Witness:

Dorothy W. Masten

Theresa Schreiber
THERESA SCHREIBER

Kathleen A. Vichulack
As to the Schreibers

Paul Schreiber
PAUL SCHREIBER

Phyllis Helgeson

Ramona G. Bolding
RAMONA G. BOLDING

Anna L. Haffin
As to the Boldings

Edward L. Bolding, Sr.
EDWARD L. BOLDING, SR.

The assignor, Theresa Schreiber, does not have:

- 1) Any interest in or connection with an AM, FM or television broadcast station; or
- 2) Any interest in or connection with any dismissed and/or denied application or any FCC license which has been revoked.